

**Workforce Diversity Committee (WDC) Conference Call Minutes**  
**Thursday, June 18, 1998**

Participating on the call were:

E. G. King  
Archie Tucker  
Brian Brazil  
Rita Keeling  
Pat Brown  
J. P. Jordan  
David Ambrogio  
Barbara J. Smith  
Gay McCain  
S. O. Duke  
Betty Shepherd  
Absent were Herbert Pack and Carlos Alonso.

The conference call began at 10:00 a. m. and ended at approximately 10:45 a.m.

The focus of the call was to review the draft Committee Meeting (3/ 11-12/98) Minutes, set date for next committee meeting, and to discuss ways to better identify/ recruit minority candidates.

The minutes of the March meeting were discussed and with a few minor changes, all agreed upon its contents.

The date set for the next Committee Meeting is July 27-28, 1998, at Auburn, AL, with a tour of Tuskegee. Sunday, July 26 and Wednesday, July 29 are travel days.

Betty Shepherd will take the lead in making arrangements since she is from this location. She also knows personnel at Tuskegee and will try to arrange for the Committee to tour the facility.

Dr. King led the discussion regarding recruitment of minority/women scientific candidates.

Rita Keeling will furnish accession statistics for 1996-1997, a breakdown of employee ratio, and the number of remaining vacancies in the Mid South Area to be advertised.

Brian Brazil will get in touch with the President Elect of MANRRS to speak at the meeting regarding ARS' involvement in recruitment. He stated that the Liaison Officer at Tuskegee is also associated with MANRRS.

**"HISTORY":** Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) was founded in 1986 by a group of students and faculty at Penn State University and Michigan State University. Some of their goals are to develop a partnership between minority agriculture and natural resources students and professionals from academic institution, government, and industry; increase the number of students studying agricultural sciences and related fields at both the undergraduate and graduate levels; and to assist in the recruitment and placement of ethnic minorities in professional positions in these fields.

It was discussed whether to have each location sponsor one person under the Student Career Employment Program (SCEP); everyone agreed that it was a worthwhile cause and possibly have this built-in as a part of the ARMP process. Dr. King will discuss with Dr. Army regarding approval. These positions would be focused on students at the M.S. and Ph.D. level.

The Committee agreed that staying in touch with the Land Grant Institutions is one way of diversifying the workforce, but not to limit our focus to just these schools/universities/institutions; if focus is just on Agricultural Schools, applicants will be missed. There are no restrictions, all schools/ universities should be targeted.

It was agreed by all members that we wanted students to become future ARS employees; look at the long-term instead of short-term.

Dr. Jordan mentioned that he was acquainted with officials at Xavier University and with the Dean at Alabama A&M University. He will contact individuals at these institutions and others and try to shape some sort of strategy for recruiting more minorities.

David Ambrogio asked about the Mid South Area's representation at the HACU. He will attend and report to the Committee of its outcome. The next meeting of the WDC will focus on Hispanic recruitment.

The Agenda items for the Committee Meeting:

- Measuring Progress
- Plan of Action
- Representation from 1890 Institutions
- Hispanic Representation

As a final thought, Archie Tucker reiterated again how important this Committee and its findings are; he also stated that all EEO complaints should be resolved at the lowest possible level.

Minutes will be finalized and E-mailed for comments/corrections/clarifications.